

Tool 5: Gender equality outcomes

The key to addressing gender equality in projects is a combination of gender equality outcomes and applying RBM principles to implementation, and measuring and reporting on progress. Gender equality outcomes focus on promoting gender equality and the empowerment of women and girls.

Gender equality outcomes are measurable changes that explicitly aim to reduce gender inequality, or improve equality between women and men, boys and girls and gender diverse people. Gender equality outcomes contribute to one or more of GAC's gender equality objectives:

- enhance the protection and promotion of the **human rights** of women and girls;
- increase the participation of women and girls in **decision-making**;
- give women and girls more equitable **access to and control** over the resources they need to secure ongoing economic and social equality.

Gender equality outcomes can be stated using terms such as “gender responsive”, “gender sensitive”, “exempt of gender stereotyping”, “gender balanced”, “gender equitable”. When using gender equality terms in the result statement, it is important to describe in the theory of change how this approach will help achieve the expected results. Terms also need to be defined in footnotes in the logic model. Some examples of gender equality terms can be found in the [GAC RBM How-to Guide](#).

Formulating gender equality outcomes requires technical knowledge of how the result will advance gender equality.

Within the logic model, each level of outcome is very distinct, with clear definitions of the type of change that is expected at that level. These definitions are defined below.

Ultimate outcome: The highest-level change to which an organization, policy, program, or project contributes through the achievement of one or more intermediate outcomes. The ultimate outcome usually represents the *raison d'être* of an organization, policy, program, or project, and it takes the form of a sustainable change of state among beneficiaries.

Intermediate outcome: A change that is expected to logically occur once one or more immediate outcomes have been achieved. In terms of time frame and level, these are medium-term outcomes that are usually achieved by the end of a project/program, and are usually changes in behaviour, practice, access or performance among intermediaries and/or beneficiaries.

Immediate outcome: A change that is expected to occur once one or more outputs have been provided or delivered by the implementer. In terms of time frame and level, these are short-term outcomes, and are usually changes in capacity, such as an

increase in knowledge, awareness, skills or abilities, or access to... among intermediaries and/or beneficiaries.

Examples of gender equality outcomes

Ultimate outcome (change in state, conditions or well-being for ultimate beneficiaries)

- Improved health in rural communities, particularly for women and girls.
- Enhanced food security, particularly for women/girls.
- Reduced rural poverty, especially for women.
- Improved women's economic empowerment in rural areas.

Intermediate outcome (change in behaviour, practice, access or performance)

- Improved equal participation of women with men in decision-making.
- Strengthened participation of civil society, especially of women and gender equality advocacy organizations, in national consultations.
- Improved services and mechanisms that respond to gender-specific constraints on rights (e.g. violence against women/girls, trafficking of women and girls, sexual violence in conflict zones).
- Improved gender responsive planning and budgeting.
- Improved gender balanced participation in business associations.
- Enhanced gender sensitive curriculum in technical vocational institutions.
- Increased service delivery programs that address gender inequalities.
- Improved quality, coverage and gender-responsiveness* of Primary Health Care services and SRHR services, for women, adolescent girls, and children.
- Increased protection for girls from early marriage.
- Reduced gender-based violence in school.
- Increased women's political participation.
- Increased access by women's rights organizations to information and policy fora on government policy and decision-making on environment and natural resources in country X.
- Increased women's and girls' participation in climate change response initiatives
- Improved quality and accessibility of sexual and reproductive health services for women and girls.

Immediate outcome (change in access, capacity, awareness, knowledge, skills)

- Strengthened capacity of government department to develop gender-responsive economic development policies.
- Increased awareness among decision-makers on gender equality issues.
- Increased awareness of gender-responsive policies and budgets in the regions.
- Increased ability of government to conduct gender-based analysis.
- Increased awareness of the need for women's equal participation in training and consultations.

- Improved knowledge and skills in gender-based analysis of planning and budgeting processes.
- Increased awareness among community members, particularly women, husbands, fathers and caregivers, on the importance of timely and case-appropriate pre-, peri-, and post-natal care, and on gender-based constraints and rights to women's health.
- Increased access by rural women to literacy and numeracy training programs.
- Increased ability of women to participate in autonomous income-generating activities Increased capacity of men to share decision-making with women
- Increased capacity of agricultural cooperatives, and producers' organizations to participate in the development of value chain and in mechanisms to integrate gender equality.
- Strengthened networks and support institutions to address critical legal, financial and market barriers faced by women's small enterprises
- Improved access to agricultural resources by women farmers